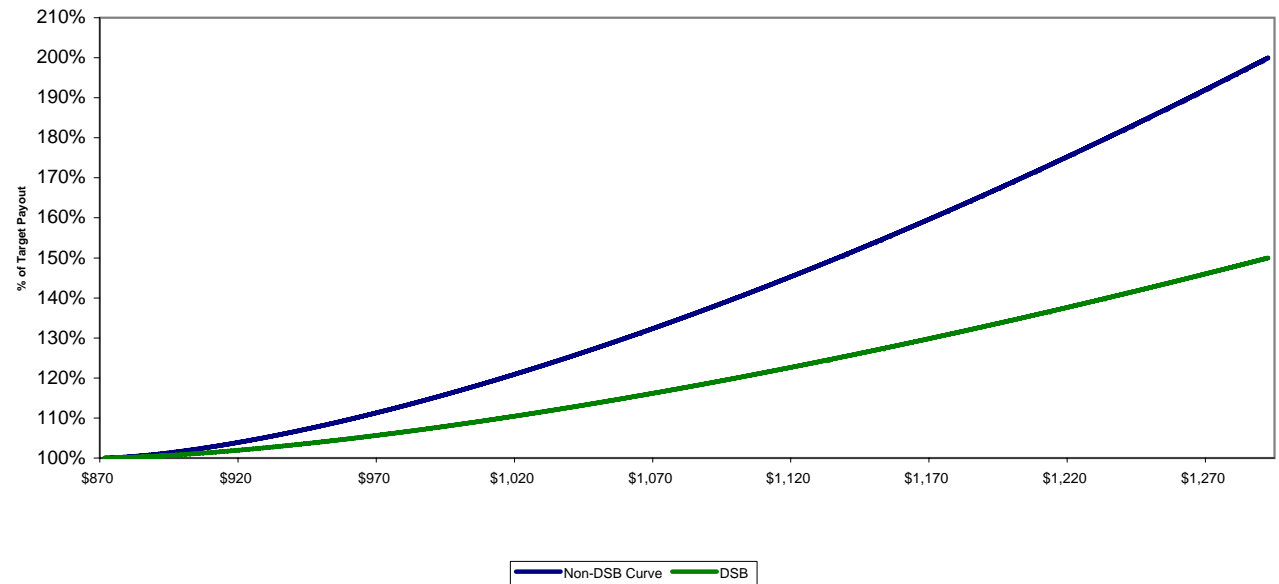


Exhibit 1
Payout Curves

DELPHI CORPORATION

1st 2008 6-month **Corporate EBITDAR** AIP Payout Curve

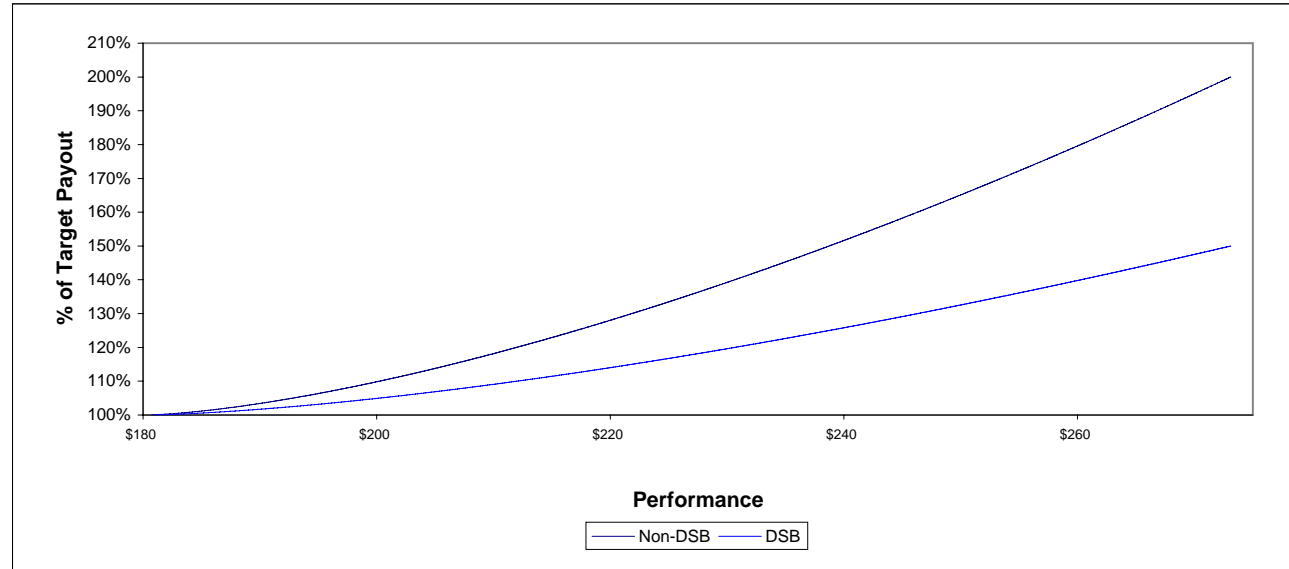
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$871.7	100%	\$871.7
110%	\$959.4	105%	\$956.3
120%	\$1,013.3	110%	\$1,010.9
130%	\$1,058.3	115%	\$1,056.2
140%	\$1,098.4	120%	\$1,096.5
150%	\$1,135.2	125%	\$1,133.4
160%	\$1,169.6	130%	\$1,167.9
170%	\$1,202.1	135%	\$1,200.5
180%	\$1,233.0	140%	\$1,231.5
190%	\$1,262.7	145%	\$1,261.3
200%	\$1,292.7	150%	\$1,292.7



	Target	Maximum
EBITDAR	\$871.7	\$1,292.7
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month **Powertrain OIBITDAR** AIP Payout Curve

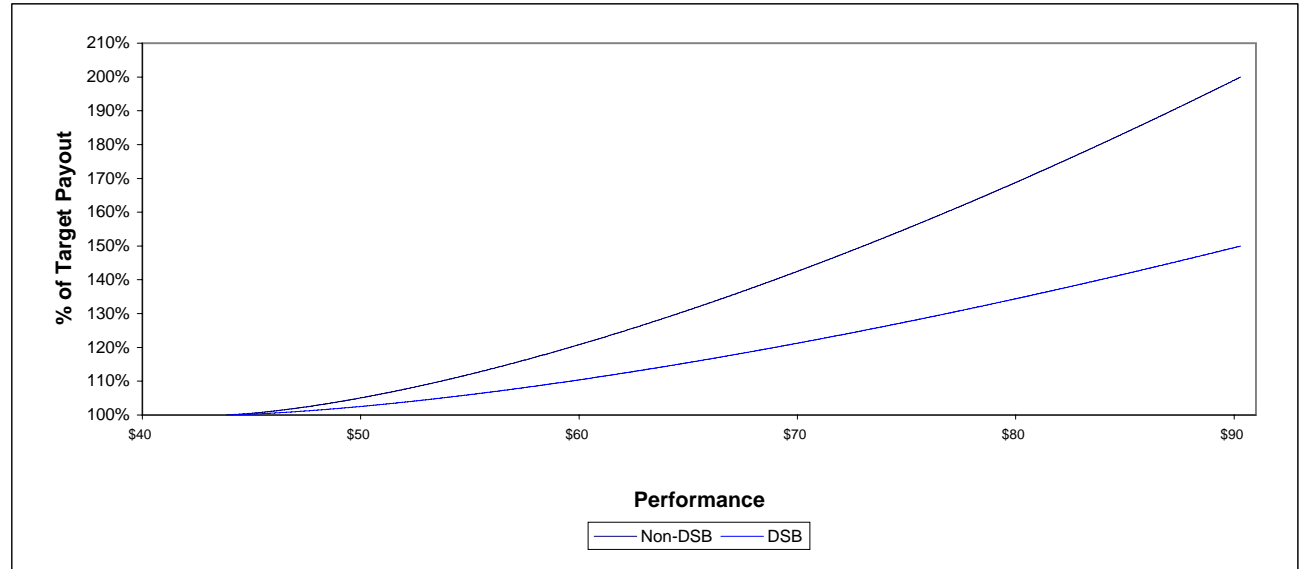
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$180.20	100%	\$180.20
110%	\$199.55	105%	\$198.90
120%	\$211.45	110%	\$210.95
130%	\$221.40	115%	\$220.95
140%	\$230.25	120%	\$229.80
150%	\$238.35	125%	\$237.95
160%	\$245.95	130%	\$245.60
170%	\$253.10	135%	\$252.75
180%	\$259.95	140%	\$259.60
190%	\$266.50	145%	\$266.20
200%	\$273.10	150%	\$273.10



	Target	Maximum
OIBITDAR	\$180.2	\$273.1
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month **Steering OIBITDAR** AIP Payout Curve

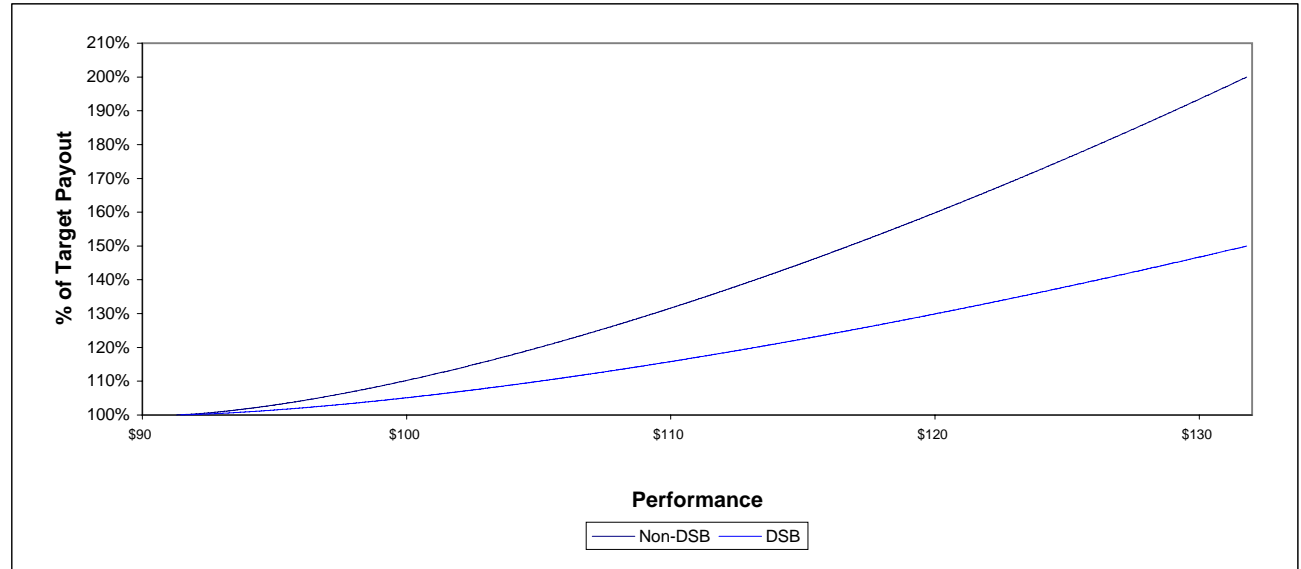
Non-DSB		DSB	
<u>Payout</u>	<u>Performance</u>	<u>Payout</u>	<u>Performance</u>
100%	\$43.60	100%	\$43.60
110%	\$53.35	105%	\$53.00
120%	\$59.35	110%	\$59.05
130%	\$64.30	115%	\$64.10
140%	\$68.75	120%	\$68.55
150%	\$72.85	125%	\$72.65
160%	\$76.65	130%	\$76.50
170%	\$80.25	135%	\$80.10
180%	\$83.70	140%	\$83.55
190%	\$87.00	145%	\$86.85
200%	\$90.30	150%	\$90.30



	<u>Target</u>	<u>Maximum</u>
OIBITDAR	\$43.6	\$90.3
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month **Thermal OIBITDAR** AIP Payout Curve

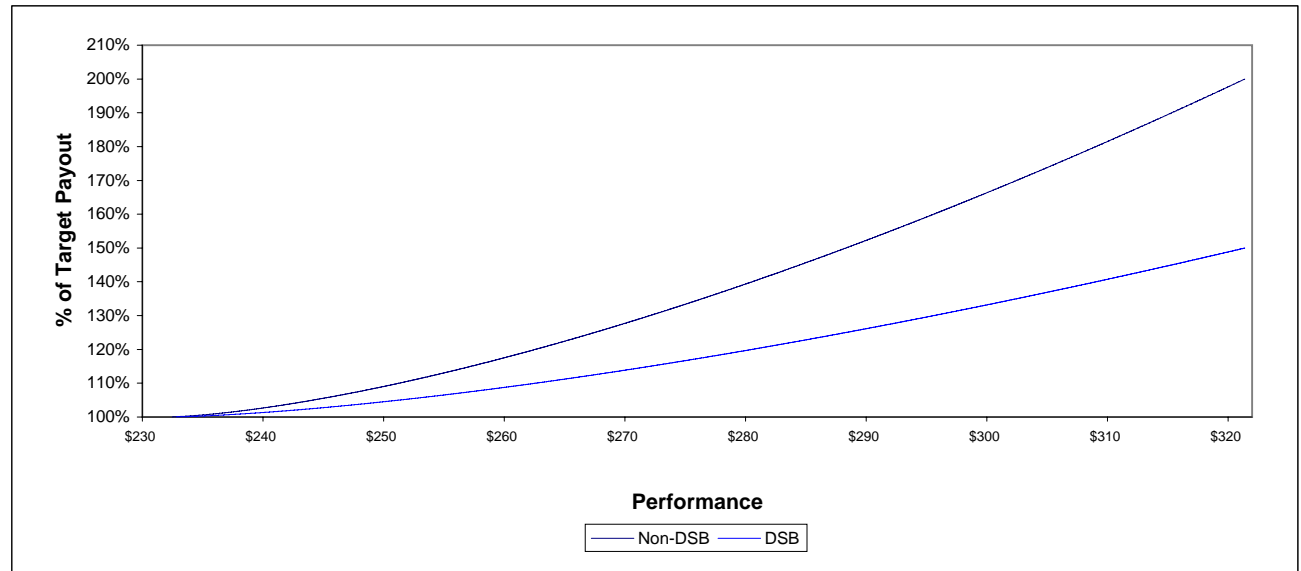
Non-DSB		DSB	
<u>Payout</u>	<u>Performance</u>	<u>Payout</u>	<u>Performance</u>
100%	\$91.10	100%	\$91.10
110%	\$99.60	105%	\$99.30
120%	\$104.80	110%	\$104.60
130%	\$109.15	115%	\$108.95
140%	\$113.05	120%	\$112.85
150%	\$116.60	125%	\$116.40
160%	\$119.90	130%	\$119.75
170%	\$123.05	135%	\$122.90
180%	\$126.05	140%	\$125.90
190%	\$128.90	145%	\$128.80
200%	\$131.80	150%	\$131.80



	<u>Target</u>	<u>Maximum</u>
OIBITDAR	\$91.1	\$131.8
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month **Electronics & Safety OIBTDAR** AIP Payout Curve

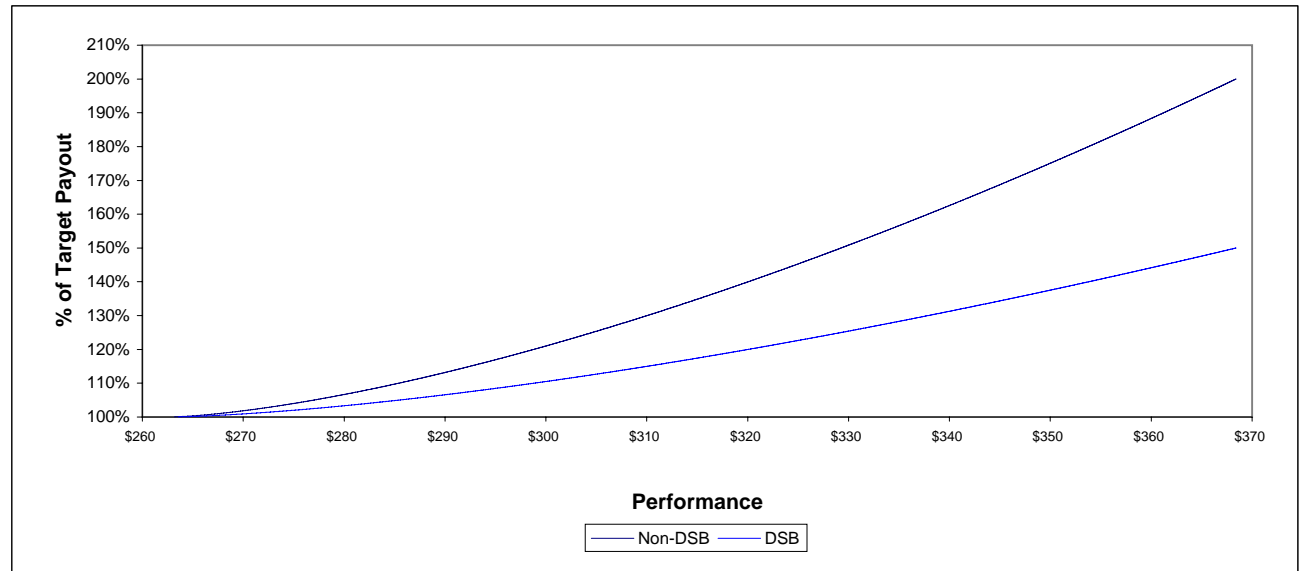
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$232.00	100%	\$232.00
110%	\$250.65	105%	\$250.00
120%	\$262.10	110%	\$261.55
130%	\$271.65	115%	\$271.20
140%	\$280.15	120%	\$279.75
150%	\$287.95	125%	\$287.60
160%	\$295.25	130%	\$294.90
170%	\$302.15	135%	\$301.85
180%	\$308.75	140%	\$308.40
190%	\$315.05	145%	\$314.75
200%	\$321.40	150%	\$321.40



	Target	Maximum
OIBTDAR	\$232.0	\$321.4
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month **Electrical / Electronic Architecture OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$262.60	100%	\$262.60
110%	\$284.65	105%	\$283.85
120%	\$298.20	110%	\$297.60
130%	\$309.50	115%	\$309.00
140%	\$319.60	120%	\$319.10
150%	\$328.85	125%	\$328.40
160%	\$337.45	130%	\$337.05
170%	\$345.65	135%	\$345.25
180%	\$353.40	140%	\$353.04
190%	\$360.88	145%	\$360.52
200%	\$368.40	150%	\$368.40

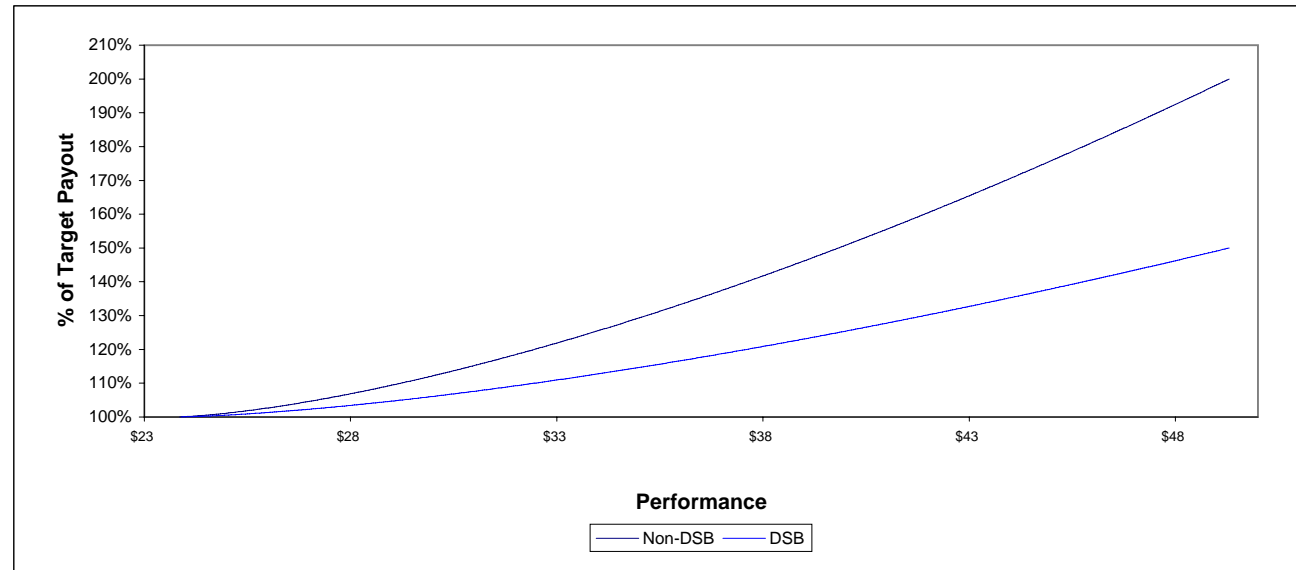


	Target	Maximum
OIBITDAR	\$262.6	\$368.4
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

1st 2008 6-month **Product Service Solutions OIBITDAR** AIP Payout Curve

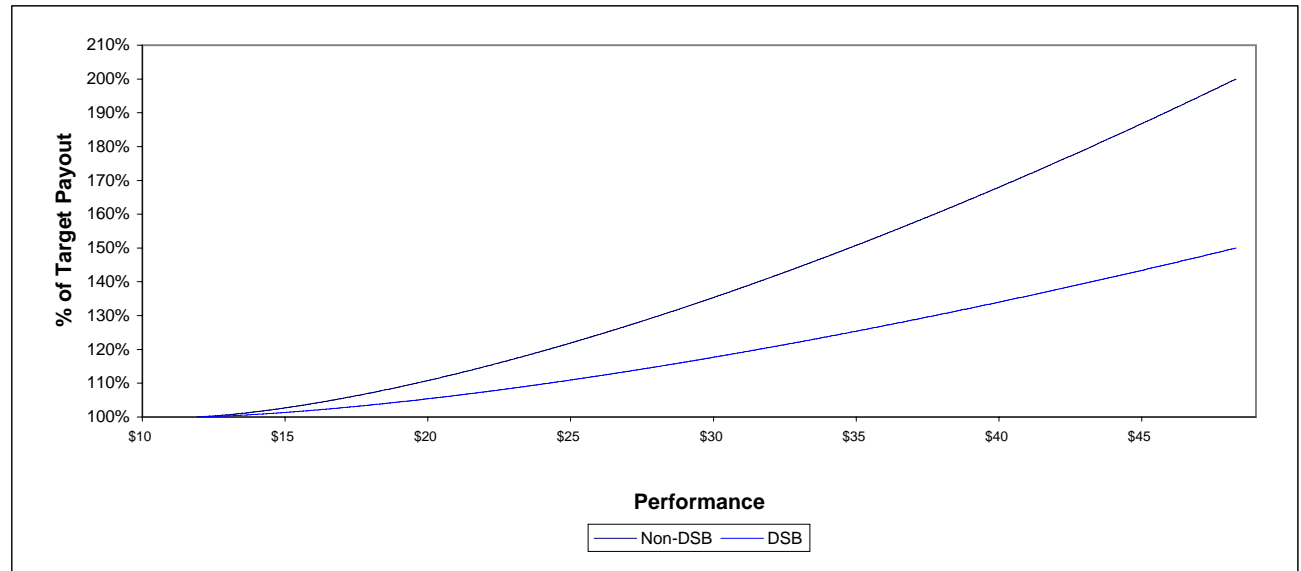
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$23.70	100%	\$23.70
110%	\$29.05	105%	\$28.85
120%	\$32.35	110%	\$32.20
130%	\$35.05	115%	\$34.95
140%	\$37.50	120%	\$37.40
150%	\$39.75	125%	\$39.65
160%	\$41.85	130%	\$41.75
170%	\$43.80	135%	\$43.70
180%	\$45.70	140%	\$45.60
190%	\$47.50	145%	\$47.40
200%	\$49.30	150%	\$49.30



	Target	Maximum
OIBITDAR	\$23.7	\$49.3
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
1st 2008 6-month Automotive Holdings Group OIBITDAR AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$11.70	100%	\$11.70
110%	\$19.35	105%	\$19.10
120%	\$24.05	110%	\$23.80
130%	\$27.95	115%	\$27.75
140%	\$31.45	120%	\$31.25
150%	\$34.65	125%	\$34.45
160%	\$37.60	130%	\$37.45
170%	\$40.45	135%	\$40.30
180%	\$43.15	140%	\$43.00
190%	\$45.70	145%	\$45.60
200%	\$48.30	150%	\$48.30



	Target	Maximum
OIBITDAR	\$11.7	\$48.3
Performance %	100%	200%
Payout %	100%	200% / 150% DSB